

Service Area Plan

Department of Social Services

TANF Employment Services (45212)

Service Area Background Information

Service Area Description

This service area is responsible for workforce services provided to current and former TANF program participants. This service plan includes the Virginia Initiative for Employment, not Welfare (VIEW) program which is a workforce program operated by local departments of social services which provides services to individuals receiving TANF cash assistance payments or who have recently exited the TANF program for employment. The goal of VIEW is to provide proven service approaches and strategies that help current and former TANF clients (including those with multiple barriers to becoming employed) prepare to enter, succeed and advance in the workplace. The VIEW program offers a wide range of workforce services including job readiness classes, job search assistance, education, training, community work experience placements (internships), and subsidized employment. VIEW also offers support services including child care, transportation, and the purchase of work related items such as uniforms. In any given month, more than one-third (14,500) of those receiving TANF cash assistance payments (32,000) are required to participate in VIEW as a condition of their continued receipt of assistance. The balance of the caseload is exempt for reasons of disability or pregnancy or are kinship care providers, typically grandparents raising grandchildren. The vast majority (97%) of individuals meet their work requirement by attaining unsubsidized employment, and Virginia ranks fourth in the nation in moving TANF participants into unsubsidized employment and has earned the maximum performance bonus (\$7.9 million) each year for the past three years.

In addition to VIEW, the Department contracts with public and private entities to provide job retention and wage advancement services to hard-to-serve TANF participants and those who have exited the TANF program. Services are procured through a competitive process and funding is contingent upon performance.

Service Area Alignment to Missio

By helping individuals gain skills and find employment, the Virginia Initiative for Employment, not Welfare (VIEW) program assists low-income families in overcoming poverty and building strong futures for themselves, their families, and their communities.

Service Area Plan

Department of Social Services

TANF Employment Services (45212)

Service Area Statutory Authority

Public Law 104-193, the Personal Responsibility and Work Opportunity Act passed in August of 1996, eliminated the open-ended federal entitlement program of Aid to Families with Dependent Children (AFDC) and created a block grant for states to provide time-limited cash assistance for needy families. The maximum time limit that TANF that can be received is 60 months, and participants must work or participate in a work activity in order to receive assistance. The purpose of the block grant is to provide assistance to needy families with children so they can be cared for in their own home, and to reduce dependency by promoting job preparation, work and marriage.

Code of Federal Regulations (CFR 45) – Title 45 are regulations for Public Welfare and outline eligibility for cash assistance and employment programs.

§63.2-608 Code of Virginia, is the state law that establishes and provide guidelines to establish and administer Virginia Department of Social Services, employment program. Virginia's employment program is Virginia Initiative for Employment, not Welfare (VIEW). TANF recipients that able to work are referred to VIEW.

§63.2-609 Code of Virginia, is the state law that allows Virginia to exempt some TANF recipients from VIEW.

§63.2-610, Code of Virginia, is the state law that provides case management for VIEW.

§63.2-611, Code of Virginia, is the state law that allows case management for VIEW cases. All VIEW clients are assigned to a case manager who explains the VIEW program and provide supportive services such as child care, transportation, crisis and screens for barriers to employment.

§63.2-613, Code of Virginia, is the law which allows a VIEW participant to receive more than 24 months of TANF if the participant can show a hardship. If the participant is granted a hardship he may continue to receive TANF for up to 12 more months. The hardship approval will allow the client to participant in employment related education and training.

§63.2-612, Code of Virginia, is the state law that allows participants in the VIEW program to receive 24 months of TANF, be off of TANF for 24 to 36 months and then be eligible to reapply for TANF.

Service Area Customer Base

Customer(s)	Served	Potential
Businesses (served unknown; potential unlimited)	0	0
Community Collages (Potential Unlimited)	2	0
Community Service Board (potential unlimited)	1	0
For Profit (potential unlimited)	1	0
Local Departments of Social Services	120	120
Low income individuals and families	30,803	100,000
Non-profits (Served Unknown, Potential unlimited)	0	0
Workforce Investment Board (potential unlimited)	1	0

Anticipated Changes In Service Area Customer Bas

From 2000 to 2003 (most recent Census data), the number of Virginians living in poverty increased 28% with 740,000 Virginians now living below the federal poverty threshold. This increase is likely to continue driving increases in the number of potential eligible households and the number of successful applicants enrolled in the VIEW.

Service Area Plan

Department of Social Services

TANF Employment Services (45212)

Service Area Partners

Local Departments of Social Services

State Agencies

Virginia Institute for Social Services Training Activities (VISSTA)

Service Area Products and Services

- Support of organizations serving communities
- Services to promote family stability
- Economic assistance to low income families/individuals or nutrition, child care, health care eligibility, and financial assistance to low income families/individuals
- Services that promote sufficiency

Factors Impacting Service Area Products and Services

In addition to the increasing number of individuals living in poverty in the Commonwealth, the most significant factor that will impact this service area is the reauthorization of the TANF program. The legislation proposed to date in both the House and Senate make significant changes to the current program and would require statutory changes in Virginia as well as a reapportioning of resources to meet new federal mandates. The most significant proposed change is “universal engagement” which would require all adult participants to be engaged in either a work or self-sufficiency activity. This change would require Virginia to provide service to twice as many individuals each month, make significant infrastructure changes, and pay for an increased demand for child care services. Other important provisions include changing the allowable uses of state funds which could eliminate Virginia’s ability to maintain its current practice of exempting certain individuals from the work requirement; increasing the work participation rate to 70 percent (from 50 percent); and increasing the number of hours an individual has to work per week. Another important factor influencing the design and delivery of workforce services is the changing skills demand in the labor market.

Anticipated Changes To Service Area Products and Service

As the Virginia economy continues to gravitate away from manufacturing and into a knowledge economy, the workforce programs including VIEW must find ways to help participants gain the requisite skills including computer literacy, financial literacy, and traditional basic skills. Very few VIEW participants are engaged in education and skills attainment activities, and the program needs to make these services more readily available to prepare participants for today’s workforce. Additionally, the VIEW program has recently begun conducting more comprehensive up-front assessment to better meet the needs of participants and comply with the provisions of the American Disabilities Act. As more mental health, cognitive disabilities, and physical disabilities are identified, the mix and scope of support services will need to change to more appropriately meet participant needs. More VIEW participants will need screenings for mental issues, substance abuse, learning disabilities, learning difficulties, counseling for mental issues, counseling and assisted technology for physical limitations, and English as a Second Language. VIEW clients with hard to serve barriers such as mental illness, substance abuse, physical limitation may require more supportive services. Agencies will have to provide services to more clients without increases in federal funding. These services are expensive to provide and many communities do not have adequate access to them.

Service Area Plan
Department of Social Services
TANF Employment Services (45212)

Service Area Financial Summary

This service area consists of the Virginia Initiative for Employment, not Welfare (VIEW) program and the TANF Employment Advancement Grants. The TANF Employment Advancement Grant began December 1, 2004 and is funded using 100 percent federal TANF funds. VIEW funding is a mixture of 54 percent federal TANF funds and 46 percent state funding.

	<u>Fiscal Year 2007</u>		<u>Fiscal Year 2008</u>	
	General Fund	Nongeneral Fund	General Fund	Nongeneral Fund
Base Budget	\$26,954,537	\$30,262,144	\$26,954,537	\$30,262,144
Changes To Base	\$0	(\$1,631,799)	\$0	(\$1,631,799)
SERVICE AREA TOTAL	\$26,954,537	\$28,630,345	\$26,954,537	\$28,630,345

Service Area Plan
Department of Social Services
TANF Employment Services (45212)

Service Area Objectives, Measures, and Strategies

Objective 45212.01

To assist low-income Virginians in obtaining employment by providing high quality workforce services to TANF participants

Virginia Initiative for Employment, not Welfare (VIEW) offers the following components: job search assistance, basic employment skills training, education, training, subsidized employment and community work experience (internships) to help participants find employment.

This Objective Supports the Following Agency Goals:

- Enhance the independence, well-being and personal responsibility of customers
(The program is aligned with the VSSS Strategic Plan Goal 1 -- “Enhance the independence, well-being and personal responsibility of citizens” as well as the Council on Virginia’s Future long term objectives to “[i]nspire and support Virginians toward healthy lives and strong, resilient families” and “[e]levate the levels of educational preparedness and attainment of our citizens.”)

This Objective Has The Following Measure(s):

- **Measure 45212.01.01**

Percentage of former TANF participants employed 6 months after program exit

Measure Type: Outcome **Measure Frequency:** Quarterly

Measure Baseline: New measure, baseline data not available. Baseline will be established using FY06 data.

Measure Target: Specific target will be determined once baseline is established.

Measure Source and Calculation:

Source – ADAPT and ES202 wage data from VEC; Calculation -- former Virginia Initiative for Employment, not welfare (VIEW) participants employed 6 months after exiting the TANF divided by the total number leaving VIEW 6 months previous

Objective 45212.01 Has the Following Strategies:

- Implement industry-cluster approach to workforce services with workforce system partners including community colleges and One Stop Career Centers
- Greater emphasis on basic skills and computer literacy
- Increased use of subsidized employment and on the job training

Objective 45212.02

To meet the federal participation rate requirements

The current federal participation rate is 50% and the reauthorization proposals increase the rate to 70%. Activities which count toward the participate rate include unsubsidized employment, subsidized employment, community work experience (internships) individual job search, vocational training, job skills training, self-initiated training, education, English as a Second Language, and satisfactory school attendance.

This Objective Supports the Following Agency Goals:

Service Area Plan

Department of Social Services

TANF Employment Services (45212)

- Enhance the independence, well-being and personal responsibility of customers
(The program is aligned with the VSSS Strategic Plan Goal 1 -- "Enhance the independence, well-being and personal responsibility of citizens" as well as the Council on Virginia's Future long term objectives to "[i]nspire and support Virginians toward healthy lives and strong, resilient families" and "[e]levate the levels of educational preparedness and attainment of our citizens.")

This Objective Has The Following Measure(s):

- **Measure 45212.02.02**

Participation rate in VIEW

Measure Type: Output

Measure Frequency: Quarterly

Measure Baseline: 45%

Measure Target: Increase 10 percent by the end of fiscal year 2008

Measure Source and Calculation:

Data source: Employment Services Program Automated System (ESPAS). The federal participation rate equals the number of individuals enrolled in Virginia Initiative for Employment, not Welfare (VIEW) who participate in a countable work activities for a requisite number of hours divided by the total number of TANF cases minus child only cases and VIEW exempt cases.

Objective 45212.02 Has the Following Strategies:

- Provide job readiness activities, job skills training, job training and employment.
- Provide child care, transportation and other supportive services to assist the client in finding employment.
- If a client is mandatory to participate in Virginia Initiative for Employment, not Welfare (VIEW) and does not participate for good cause the TANF benefits will be stopped.

Objective 45212.03

Employment and career advancement of current and former Virginia Initiative for Employment, not Welfare (VIEW) participants

Assist Virginia Initiative for Employment, not welfare (VIEW) participants in obtaining unsubsidized employment, retaining employment, and earning higher wages over time

This Objective Supports the Following Agency Goals:

- Enhance the independence, well-being and personal responsibility of customers
(The program is aligned with the VSSS Strategic Plan Goal 1 -- "Enhance the independence, well-being and personal responsibility of citizens" as well as the Council on Virginia's Future long term objective to "[i]nspire and support Virginians toward healthy lives and strong, resilient families.")

This Objective Has The Following Measure(s):

Service Area Plan

Department of Social Services

TANF Employment Services (45212)

- **Measure 45212.03.03**

The change in wages over time

Measure Type: Outcome

Measure Frequency: Quarterly

Measure Baseline: New measure, baseline data not available. Baseline will be established using FY06 data.

Measure Target: Specific target will be determined once baseline is established.

Measure Source and Calculation:

Source: Wage file from VEC; Calculation: Match social security numbers of current and former Virginia Initiative for Employment, not Welfare (VIEW) participants to identify current wage. For participants employed in the last quarter, the wage becomes their entered employment wage. For all other matches, the initial wage is subtracted from the current wage to determine the wage gain.

Objective 45212.03 Has the Following Strategies:

- Implement innovative job retention and wage advancement strategies through competitive, performance based contracts with public and private entities.
- Workers continue to assess a clients' progress and motivate the client to strive for better employment.
- Utilize employer incentives include subsidized employment and the Work Opportunity Tax Credit to enhance the employment prospects of Virginia Initiative for Employment, not Welfare (VIEW) participants.